



**MEMORANDUM OF UNDERSTANDING BETWEEN
WESTMINSTER SCHOOL DISTRICT
AND
THE CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION
AND ITS WESTMINSTER CHAPTER 34**



June 18, 2025

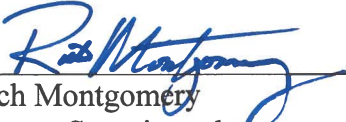
Extended School Program Vacancy Reduction Plan

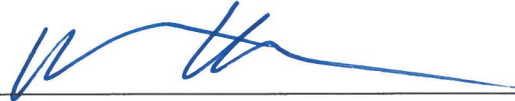
The Westminster School District (District) and the California School Employees Association and its Westminster Chapter 34 (CSEA), agree to this Memorandum of Understanding (MOU). As agreed upon through the bargaining process that took place in the 2024-25 school year, the District and CSEA have agreed upon the following process:

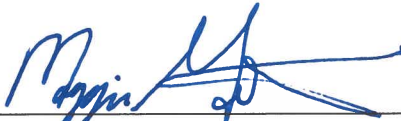
1. Purpose: To provide premier support to District students in the Extended School Program (ESP) by staffing difficult to fill vacant positions and addressing the need to outsource.
2. This MOU is in alignment with the Westminster School District Strategic Plan.
 - Focus Area 2.0 – Student and Staff Safety & Wellness
 - 2.2 Implement a systematic and measurable approach to guarantee students and staff are supported socially, emotionally, and behaviorally in all school environments
 - Focus Area 5.0 – Leadership Development & Employee Success
 - 5.6 Recruit, attract, hire and retain high quality classified, certificated and management staff through competitive wages and benefits
3. Qualified classified employees will be offered the opportunity to work extra hours on a Limited Term Assignment at the employee's current rate of pay, or Step 1 at the ESP Facilitator rate of pay, whichever is higher.
 - "Qualified" status is determined by passing the ESP Facilitator assessment
 - Employees working within the parameters of this Limited Term Assignment may not work more than 8 hours per day and 29.5 hours per week
4. An additional 5% will be added to the hourly rate of pay for all employees while working in the Extended School Program. This includes the following positions:
 - Extended School Program Facilitator
 - Extended School Program Lead Facilitator
 - Extended School Program Site Supervisor
5. Referral Bonus: Any current Westminster School District classified employee, who refers a person to the District that is hired as an Extended School Program Facilitator, Lead Facilitator or Site Supervisor, will receive a \$500 one-time bonus per referral. The District will award the bonus upon the referred individual passing their probationary period.
 - Employees who work in the WSD Human Resources department are not eligible.

This MOU shall not be precedent setting nor form any basis for a past practice. The District and CSEA agree that this MOU is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this MOU waives, modifies, or amends any provision of the Collective Bargaining Agreement.

It is agreed upon that this MOU will become operational and effective upon approval and ratification by CSEA 610 policy and by the Westminster School District Board of Trustees. This extends the terms of the original MOU dated January 10, 2025 and will expire November 30, 2025, unless mutually agreed upon in writing.


Rich Montgomery
Deputy Superintendent
6/18/25
Date


Matt Acocello
CSEA President
6-18-25
Date


Maggie Gates
CSEA Labor Relations Representative
6/18/2025
Date